

MEMORANDUM FOR THE RECORD

SUBJECT: [REDACTED]

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1. [REDACTED] has submitted his application for retirement under the Civil Service Retirement System conditioned upon an adverse decision (by the Director of Central Intelligence) that he is not entitled to retire under the CIA Retirement System. He has submitted a written appeal (grievance) to the Deputy Director for Plans.

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2. On 29 December 1967, Mr. Cord Meyer, Acting Deputy Director for Plans, [REDACTED] and the writer discussed the case. From available evidence, the preference in June 1965 of the Clandestine Services was that [REDACTED] retire as soon as possible and under the CTARS he was subject to immediate mandatory retirement. In response to [REDACTED] urgent pleas, he was offered continuing employment for an additional year in a contract capacity or as a recalled annuitant if he would retire. [REDACTED] had the option to remain in the Civil Service Retirement System and serve until March 1967 at which time he would be expected to retire at age 62.

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3. [REDACTED] elected the latter. Subsequently, however, again as a favor, he was extended in service by the Deputy Director for Plans until December 1967 with notice that no further extensions would be granted.

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4. By inference, at least, in his memorandum to the Deputy Director for Plans, [REDACTED] seems to be pointing out that since the Deputy Director for Plans did see fit to continue him in service for many months past his retirement age and justified so doing on a need-for-services basis, the Deputy Director for Plans should have asked the Director to extend him in service for the same period of time as a participant in the CIARS. In other words, the choices of action offered him did not include the one that would have given him the retirement benefits he had already earned.

5. It was generally agreed that [REDACTED] had persuaded the Deputy Director for Plans to be generous with regard to keeping him in service and is now using this fact to support his case that he was handled in a punitive manner.

6. Mr. Meyer stated that he desired to discuss the case with the Deputy Director for Plans and promised a reply by Tuesday evening, 2 January.

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7. Subsequently, [REDACTED] and the writer agreed that [REDACTED] should put in a leave status after 31 December pending a decision on his appeal. [REDACTED] was to convey the decision to the [REDACTED] employing office.

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Emmett D. Echols
Director of Personnel

MEMORANDUM FOR: Deputy Director for Plans

SUBJECT: Retirement Status - [REDACTED]

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To:

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I have thoroughly reviewed this case. It is unequivocally clear to me that [REDACTED] made an informed and willful decision that he preferred to remain in the Civil Service Retirement System provided he could remain in service beyond age 62 through December 1967.

The alternative was designation in the CIA Retirement System and immediate mandatory retirement unless extended in service by the Director.

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The Deputy Director for Plans presumably was willing to extend [REDACTED] under his authority for 10 months beyond [REDACTED] 62nd birthday but was not willing to request the Director to extend him for the same period as a participant in the CIA Retirement System.

Although I think [REDACTED] has been deeply involved in delaying tactics in order to extend his employment, there are strong appearances of coercion in the case. This stems from the fact that the Deputy Director for Plans was willing to extend [REDACTED] on a need-for-service basis using his own authority but was not willing to ask the Director to do the same where the Director's authority was involved.

There is also evidence that [REDACTED] was offered contract employment if he would retire in 1966 under the CIA Retirement System.

For these reasons I recommend [REDACTED] be designated a participant in the CIA Retirement System and be immediately retired.

If you determine now that [REDACTED] should have been designated a participant in the CIA Retirement System and do now nominate him therefor and if [REDACTED] will now request that he be made a participant and be concurrently retired, I will so designate him and effect his retirement.

Bennett D. Echols
Director of Personnel

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